

## WDES SUMMARY COMPARISON 2022 - 2023

INDICATOR	31st March 2022			31st March 2023			Variance		
	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	DISABLED	NON-DISABLED	DISABILITY UNKNOWN
1) Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce									
<b>1a) Non Clinical workforce</b>									
Under Band 1	20.0	60.0	20.0		100.0		-20	40	-20
Band 1							0	0	0
Band 2	8.0	55.7	36.4	14.6	62.2	23.2	6.6	6.5	-13.2
Band 3	4.5	42.8	52.7	7.0	68.3	24.6	2.5	25.5	-28.1
Band 4	10.5	51.8	37.7	14.2	59.2	26.7	3.7	7.4	-11
Band 5	15.3	52.8	31.9	19.4	55.6	25.0	4.1	2.8	-6.9
Band 6	8.2	59.0	32.8	8.8	66.7	24.6	0.6	7.7	-8.2
Band 7	7.0	47.9	45.1	13.3	61.7	25.0	6.3	13.8	-20.1
Band 8A	16.1	41.9	41.9	21.4	46.4	32.1	5.3	4.5	-9.8
Band 8B		71.4	28.6		77.8	22.2	0	6.4	-6.4
Band 8C		58.3	41.7		71.4	28.6	0	13.1	-13.1
Band 8D		100.0		20.0	60.0	20.0	20	-40	20
Band 9		50.0	50.0		50.0	50.0	0	0	0
VSM	25.	16.7	58.3	60.0	40.0		35	23.3	-58.3
<b>1b) Clinical workforce</b>									
<i>of which Non Medical</i>									
Under Band 1		66.7	33.3				0	-66.7	-33.3
Band 1							0	0	0
Band 2	2.4	24.4	73.2		31.4	68.6	-2.4	7	-4.6
Band 3	2.5	50.0	47.5	5.8	59.1	35.1	3.3	9.1	-12.4
Band 4	2.2	43.1	54.8	6.3	62.0	31.8	4.1	18.9	-23
Band 5	4.1	51.0	44.9	7.4	74.9	17.7	3.3	23.9	-27.2
Band 6	4.8	47.2	48.0	6.7	56.8	36.6	1.9	9.6	-11.4
Band 7	8.0	49.9	42.2	8.6	62.3	29.1	0.6	12.4	-13.1
Band 8A	8.3	51.4	40.3	8.8	63.8	27.5	0.5	12.4	-12.8
Band 8B		57.1	42.9	5	75.0	20.0	5	17.9	-22.9
Band 8C	20.0	80.0			100.0		-20	20	0
Band 8D		100.0			100.0		0	0	0
Band 9							0	0	0
VSM		100.0			100.0		0	0	0
<i>of which Medical &amp; Dental</i>									
Consultants	4.3	38.3	57.5	4.6	40.9	54.6	0.3	2.6	-2.9
<i>of which Senior medical manager</i>							0	0	0
Non-consultant career grade	1.9	37.0	61.1	3.9	42.3	53.9	2	5.3	-7.2
Trainee grades		50.0	50.0			100.00	0	-50	50
Other							0	0	0
<b>Total Workforce</b>	<b>5.4</b>	<b>47.3</b>	<b>47.3</b>	<b>8.0</b>	<b>60.7</b>	<b>31.3</b>	<b>2.6</b>	<b>13.4</b>	<b>-16</b>

INDICATOR	2021-22	2022-23	VARIANCE
2) Relative likelihood of Non-Disabled staff being appointed from shortlisting across all posts compared to Disabled staff (A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting)	1.04	1.04	0.0
3) Relative likelihood of Disabled staff entering the formal capability process compared to Non Disabled staff ( <i>this is now based on both Performance &amp; Ill Health cases, prior to 2021-22 just Performance cases were included</i> ) (A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process) <i>In line with new guidance -data not submitted 2022-23 due to low numbers</i>	26.52	N/A	N/A

STAFF SURVEY INDICATORS	2021-22		2022-23		VARIANCE	
	Disabled	Non Disabled	Disabled	Non Disabled	Disabled	Non Disabled
4) % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	26%	19%	27%	21%	1%	2%
5) % of Staff experiencing harassment, bullying or abuse from managers in last 12 months	14%	6%	12%	6%	-2%	0%
6) % of Staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	16%	11%	19%	11%	3%	0%
7) % of Staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in last 12 months	59%	54%	57%	57%	-2%	3%
8) % of Staff believing that Trust provides equal opportunities for career progression or promotion	62%	67%	58%	64%	-4%	-3%
9) % of Staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	19%	14%	21%	14%	2%	0%
10) % of Staff saying they are satisfied with the extent to which their organisation values their work	49%	60%	44%	53%	-5%	-7%
11) % of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	80%		82%		2%	0%

\* The NHS Staff Survey team changed the calculation of indicator 8 in 2022, the new calculation has been applied retrospectively to surveys 2017 onwards. These have been added to the above table.

INDICATOR	2021-22			2022-23			VARIANCE		
	Disabled	Non Disabled	Trust Overall	Disabled	Non Disabled	Trust Overall	Disabled	Non Disabled	Trust Overall
12) the staff engagement score for Disabled staff, compared to Non Disabled staff and the overall engagement score for the organisation									
	7.0	7.4	7.3	7.0	7.5		0	0.1	

INDICATOR	2021-22		2022-23	
13) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes	Examples submitted	Yes	Examples submitted

INDICATOR	31st March 2022			31st March 2023			Variance		
	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	DISABLED	NON-DISABILITY	DISABILITY UNKNOWN	DISABLED	NON-DISABLED	DISABILITY UNKNOWN
14) % difference between the organisations Board voting membership and its overall workforce									
<b>Total Board Members</b>	38%	62%		36%	64%		-2%	2%	
Voting Board Members	33%	67%		33%	67%		0%	0%	
Non voting Board Members	100%			50%	50%		-50%	50%	
Executive Board Members	50%	50%		43%	57%		-7%	7%	
Non-Executive Board Members	29%	71%		29%	71%		0%	0%	
<b>Total Workforce</b>	5%	47%	47%	8%	61%	31%	3%	14%	-16%

